

# Breaking Into Tech: Employer Secrets for Success

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# What this is and how we made it

Wondering if applicants without traditional backgrounds are getting hired in tech? We did, too. So we went right to employers and asked them about who they hire, what they're looking for in candidates, and what their predictions are for 2024. Here's a spoiler: nearly 85% of decision makers said they're confident or very confident in hiring bootcamp grads for entry level roles. But we're getting ahead of ourselves.

To get this data, we talked to over 1,000 different respondents from across the US. They come from companies of all different sizes throughout diverse industries. Then, we picked their answers apart to bring you the most intriguing information – straight from employers' mouths to your ears.

Consider this your get-hired cheatsheet. Dive in.



# Employers at a glance

Confident or very confident  
about hiring bootcamp grads

**86%**

Hire candidates with non-traditional  
backgrounds for tech roles

**79%**

Say that hard skills are the most  
important quality among  
successful candidates

**68%**

# Bootcamp grads are getting hired

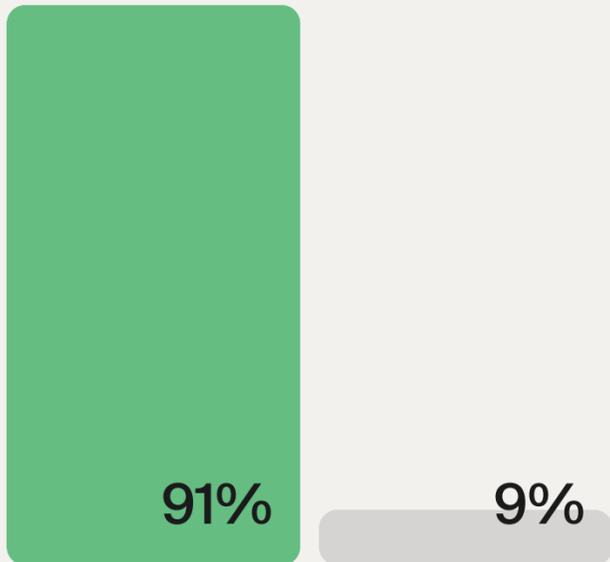




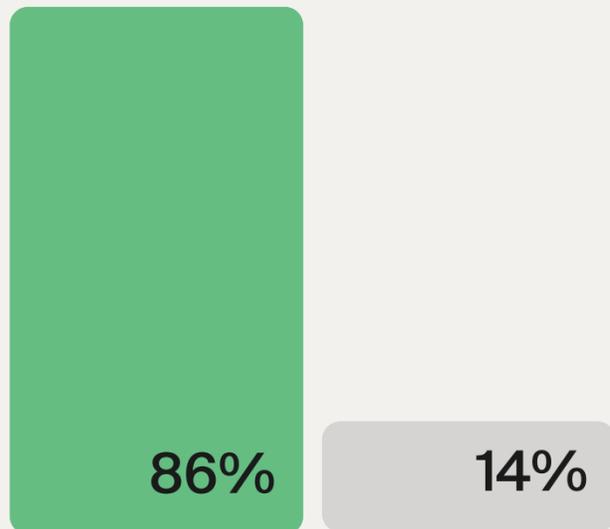
# Do you hire candidates with non-traditional tech backgrounds?

Yes No

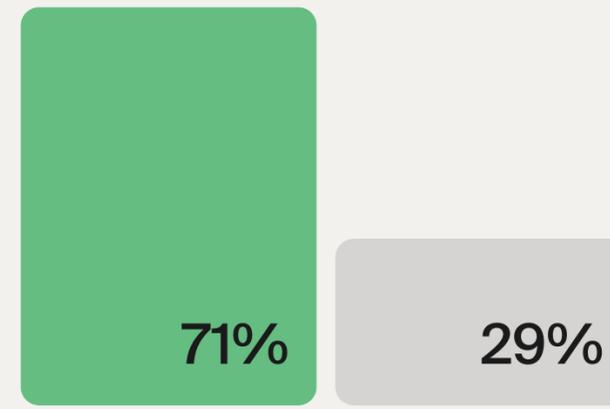
Transport



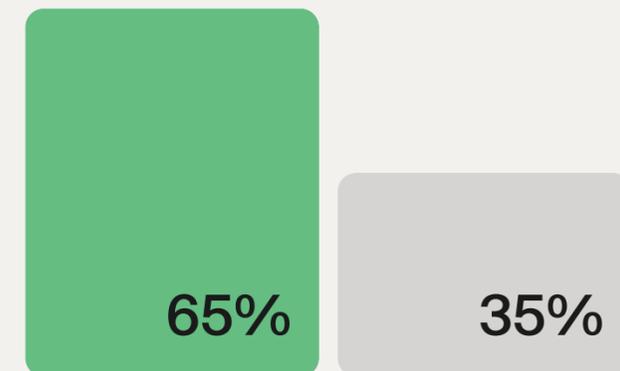
Hospitality



Healthcare



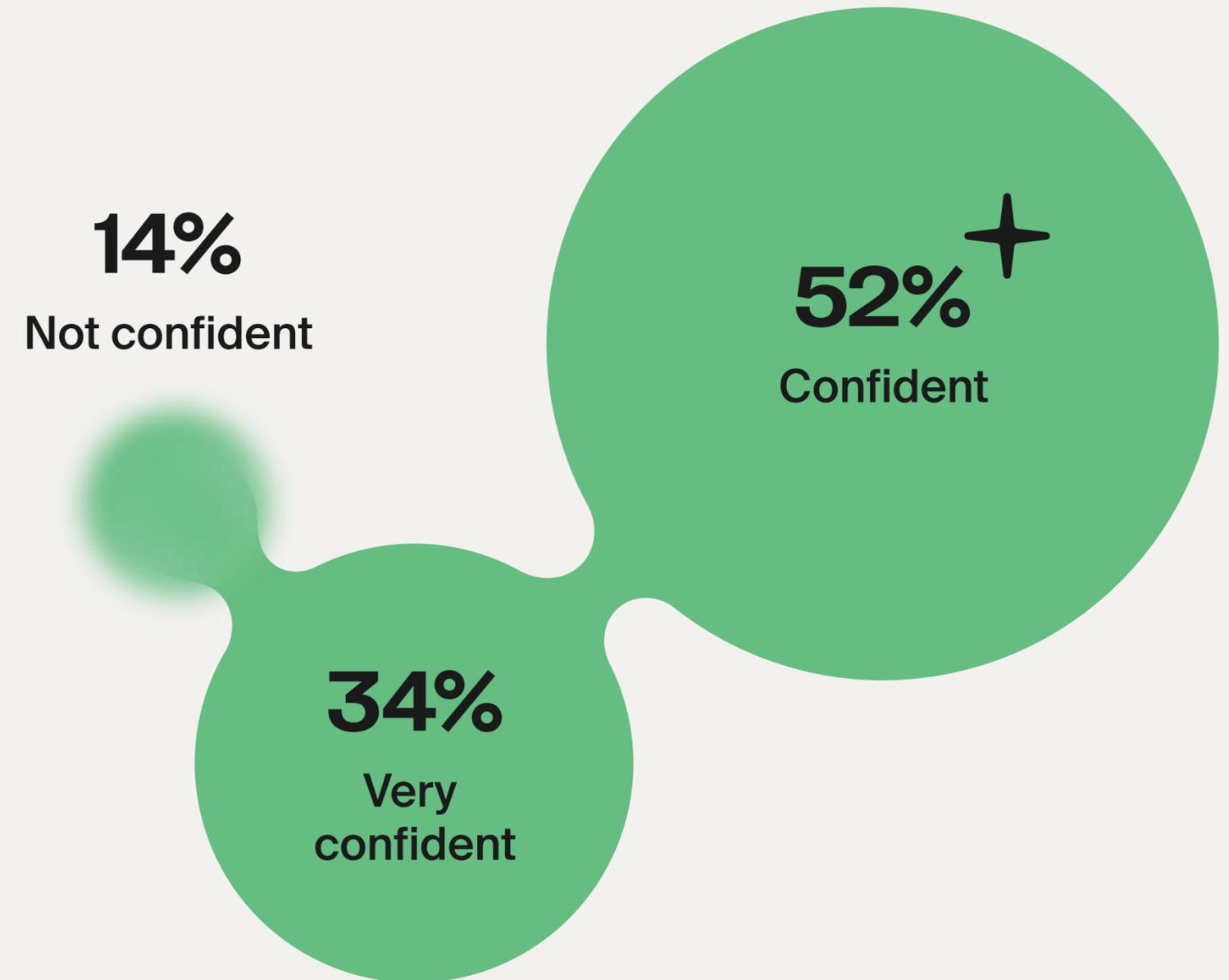
Design



On the flip side, the industries most resistant to hiring these candidates were design and healthcare. However, this meant that they were only less positive. For context, 7 out of 10 respondents in these industries said they hire non-traditional applicants for tech jobs.

# Confidence in hiring bootcamp grads for entry-level roles

But as the data gets more specific... the picture gets more promising for people switching to tech. For every decision maker who expressed reservations about hiring bootcamp grads for entry-level roles, six said they were confident in bringing on these applicants.



Dig into the data a little more, and you'll see that not only are the absolute majority of respondents confident in bootcamp grads – over twice as many respondents said they were “very confident” as said they were “not confident.”

This is, in part, because of how optimistic the IT/tech industry is about bootcamp graduates.

Service industry participants who said they were "not confident" about hiring bootcamp grads

**21%**

IT/tech respondents who are "very confident" about hiring bootcamp grads

**49%**

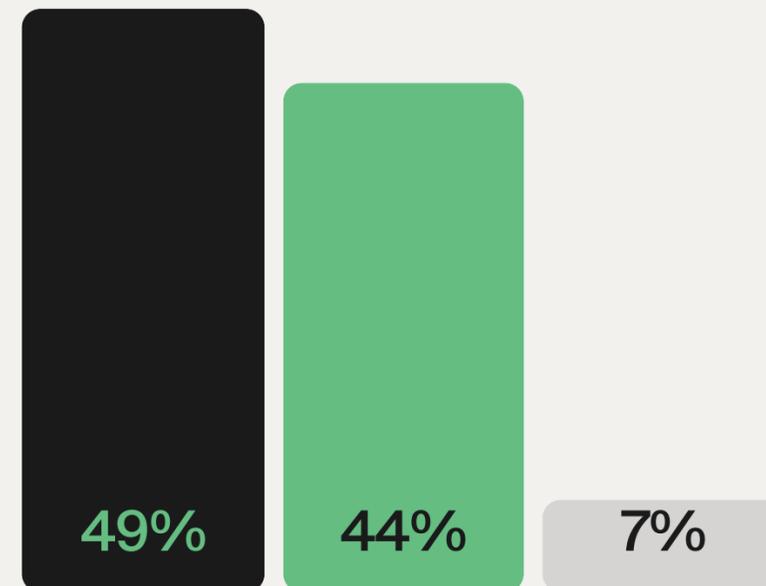
# Confidence in bootcamp grads by industry

Respondents in IT/tech didn't just say they were confident. In fact, nearly 5% more participants said they were *very* confident. So if you're looking to get a job in IT/tech, having a certificate from a bootcamp might just be an absolute point in your favor.

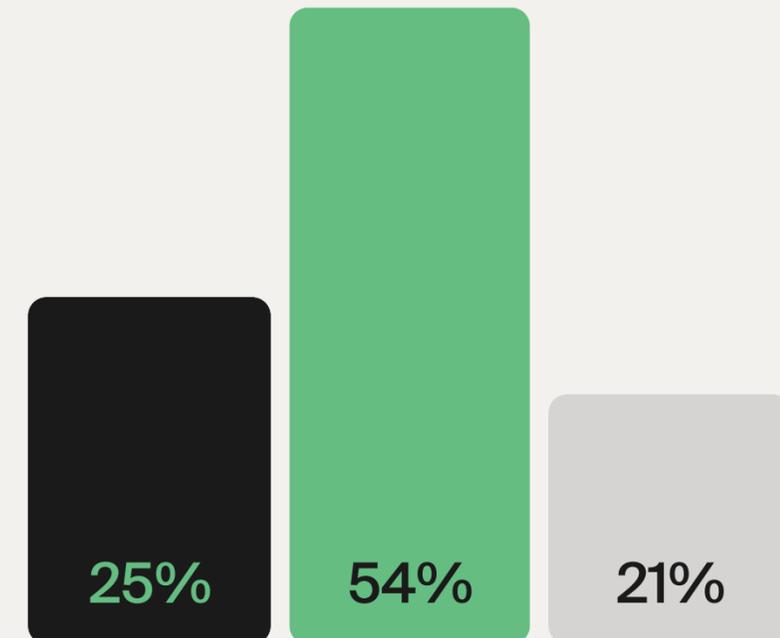
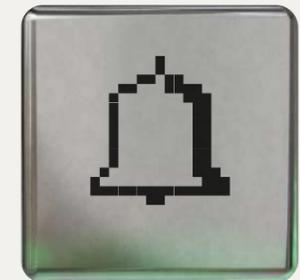
But the least optimistic results came from the service industry. Roughly a fifth of respondents from this sector said they weren't confident in hiring bootcamp grads. That might sound dire, but it isn't. In fact, over half of the people surveyed from this industry said they were confident in bringing on these applicants. And a quarter of service industry decision makers said they were "very confident" in hiring these candidates.

Very confident
  Confident
  Not confident

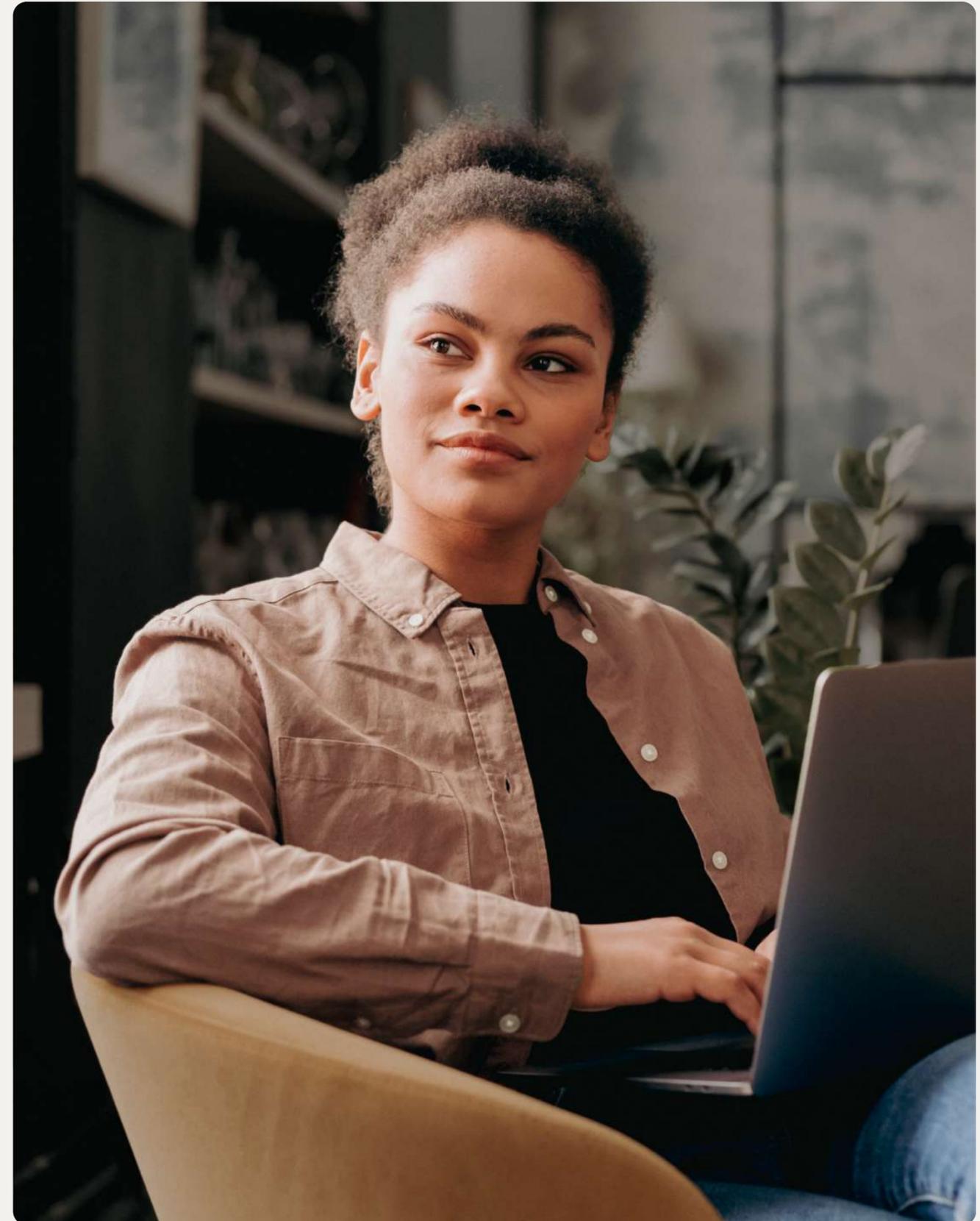
## IT/Tech



## Service industry



# What matters to hiring teams



# What decision makers are looking for

Initially, this overwhelming confidence in bootcamp grads might seem surprising. But ask the right question, "What do hiring teams actually look for in candidates?" and an explanation easily precipitates.

Respondents who list hard skills as among the most important qualities for successful candidates

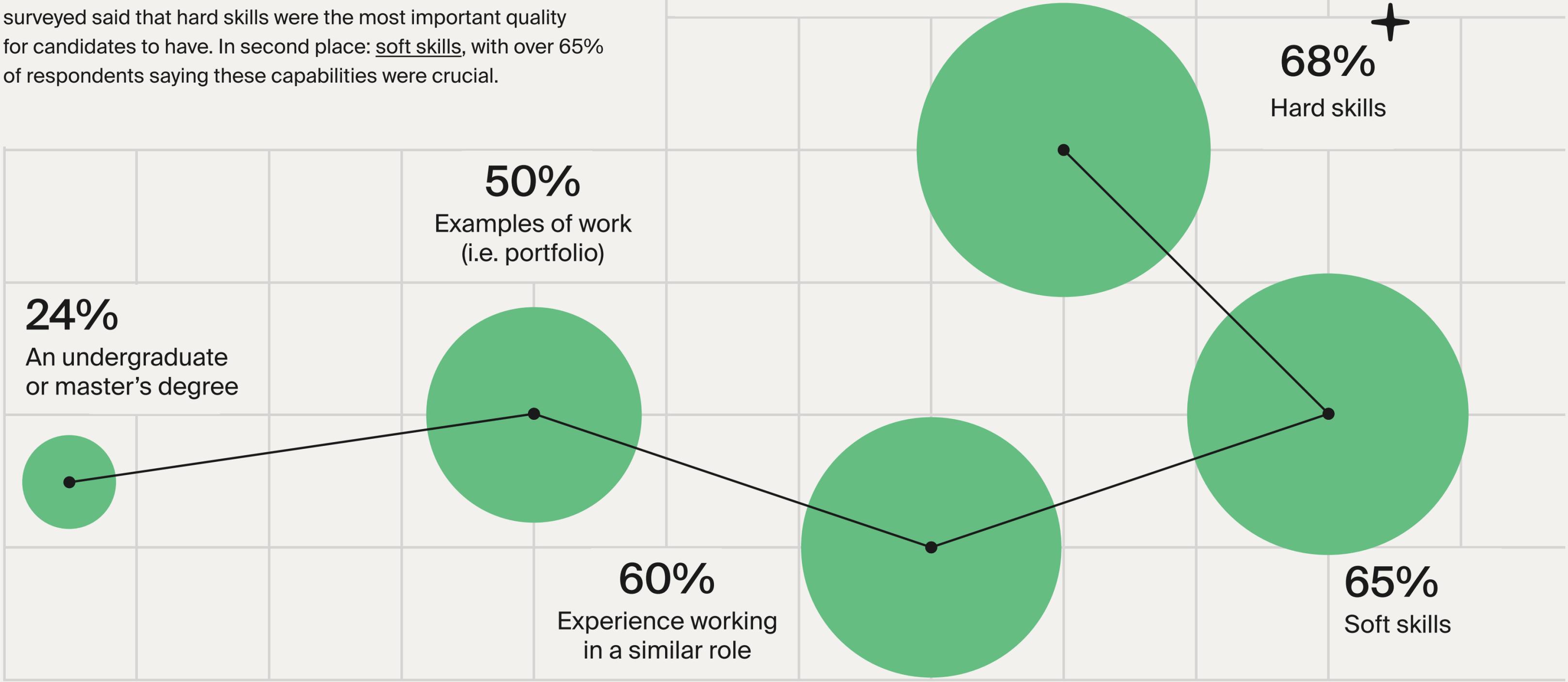
**68%**

Respondents who list soft skills as among the most important qualities for successful candidates

**65%**

Our data paints a pretty specific picture: decision makers want to hire people who know what they're doing. Nearly 70% of people surveyed said that hard skills were the most important quality for candidates to have. In second place: soft skills, with over 65% of respondents saying these capabilities were crucial.

### What are the most important qualities for successful candidates to have?



And in last place? Least important was if an applicant had an undergraduate or master's degree. Respondents who prioritized skills outnumbered those who prioritized degrees by a ratio of nearly 3 to 1.

**So what does this mean for people transitioning into tech and considering a bootcamp? That a tech job is absolutely in your grasp.**

Many bootcamp grads don't have degrees at all, or if they do, they might have qualifications in a non-STEM subject. In fact, 87% of TripleTen's grads come from non-STEM backgrounds. But because these people have gone to a bootcamp, they have the no-nonsense in-demand skills that actually matter in a tech job. Just consider Jeremy Rivera, who had a career background in distribution and a degree in media and communications. After graduating from TripleTen, he landed a tech job at The Walters Institute.

And it's not just about hard skills. According to data from TripleTen's Career Team, 20% of students who enroll struggle with soft skills in a variety of ways. So a good deal of time at a bootcamp is spent polishing these abilities.

Through sprints that imitate the work of a typical tech team as well as mock interviews and personalized career coaching, bootcamp grads gain these capabilities in addition to know-how in coding, data analysis, and all the other hard skills expected.

Bootcamps focus on making people safe hires. It follows that decision makers would be confident in bringing bootcamp grads onto their teams.

"I use what I learned at TripleTen every day. TripleTen not only taught me programming but how to think logically about different things."



**Jeremy Rivera**

TripleTen Software Engineering Bootcamp Grad

# How to make these skills stand out

So let's say you've got all those skills, and now you're trying to land that tech job. How should you go about getting noticed by one of these decision makers? We just straight up asked decision makers, and they answered.

What makes a candidate stand out during the hiring process?



For over half of our survey participants, a personal pitch was the most convincing. And that worked for Jake McCambley, a former wilderness therapist who decided to make the switch to tech.

When he was applying for jobs, he encountered a company that would help him fulfill his aspiration of merging his interest in therapy with his newly-acquired tech skills. He found the company's CEO and reached out to her directly.

As of the writing of this report, he's been working at that company for two years.

The next best way to stand out? A pristine portfolio. This was just a few percentage points behind "personal pitch" as a prime way to get eyes on your application. This finding flows neatly from our insights in the previous section. Decision makers want people who know how to do the job, and a portfolio is hard proof that a candidate is skilled and knowledgeable.

Take Pinwei Wu, for example. When she was applying for positions, her portfolio was key.

"I wrote a cover letter to her just explaining, 'Hey, I'm passionate about mental health. I'm passionate about building products that help people,' and she responded, saying, 'Let's chat on the phone.'"



**Jake McCambley**

TripleTen Software Engineering Bootcamp Grad

"The job I'm at right now had only one interview, and all they did was go through my portfolio. I just let them see it and told them what I did. It really helped me."



**Pinwei Wu**

TripleTen Software Engineering Bootcamp Grad

But let's get into the data a little more. We talked to both team leads and recruiters – were there any differences? Yes: one big one.

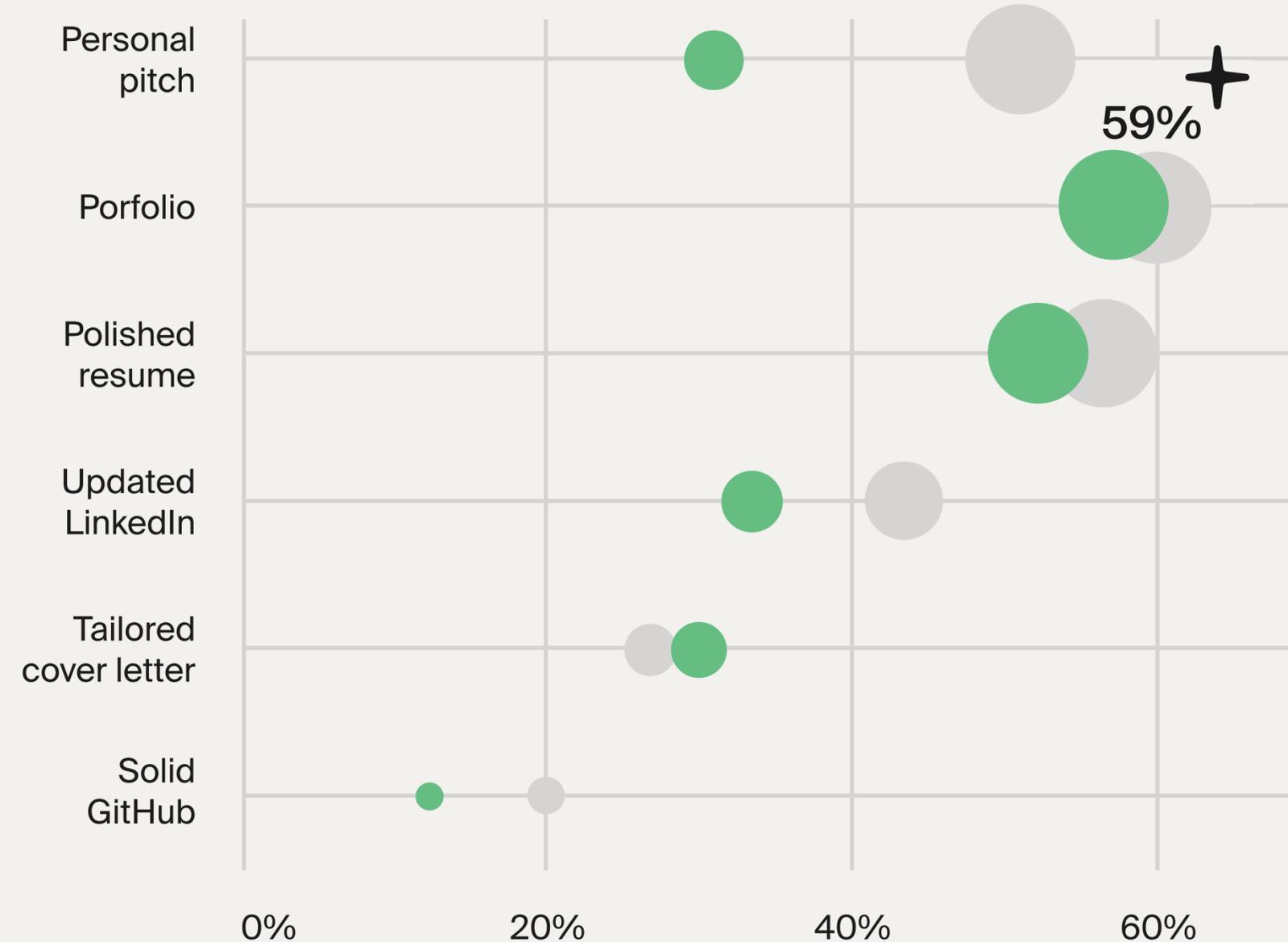
**A personal pitch might get you in the door, but a portfolio is what's going to help you seal the deal.**

Team leads – who often make hiring decisions – were less impressed by personal pitches. If you want to stand out to them, highlight your portfolio.

Nearly twice as many team leads rated portfolios as more important than personal pitches. That doesn't mean you shouldn't send personal pitches to team leads, though. After all, these messages were the third-best way to stand out to team leads. Just be sure to also have a robust portfolio and highlight it when you're talking to these decision makers.

## What makes a candidate stand out, team leads vs. recruiters

■ Team leads ■ Recruiters



# Where newcomers to tech can find jobs

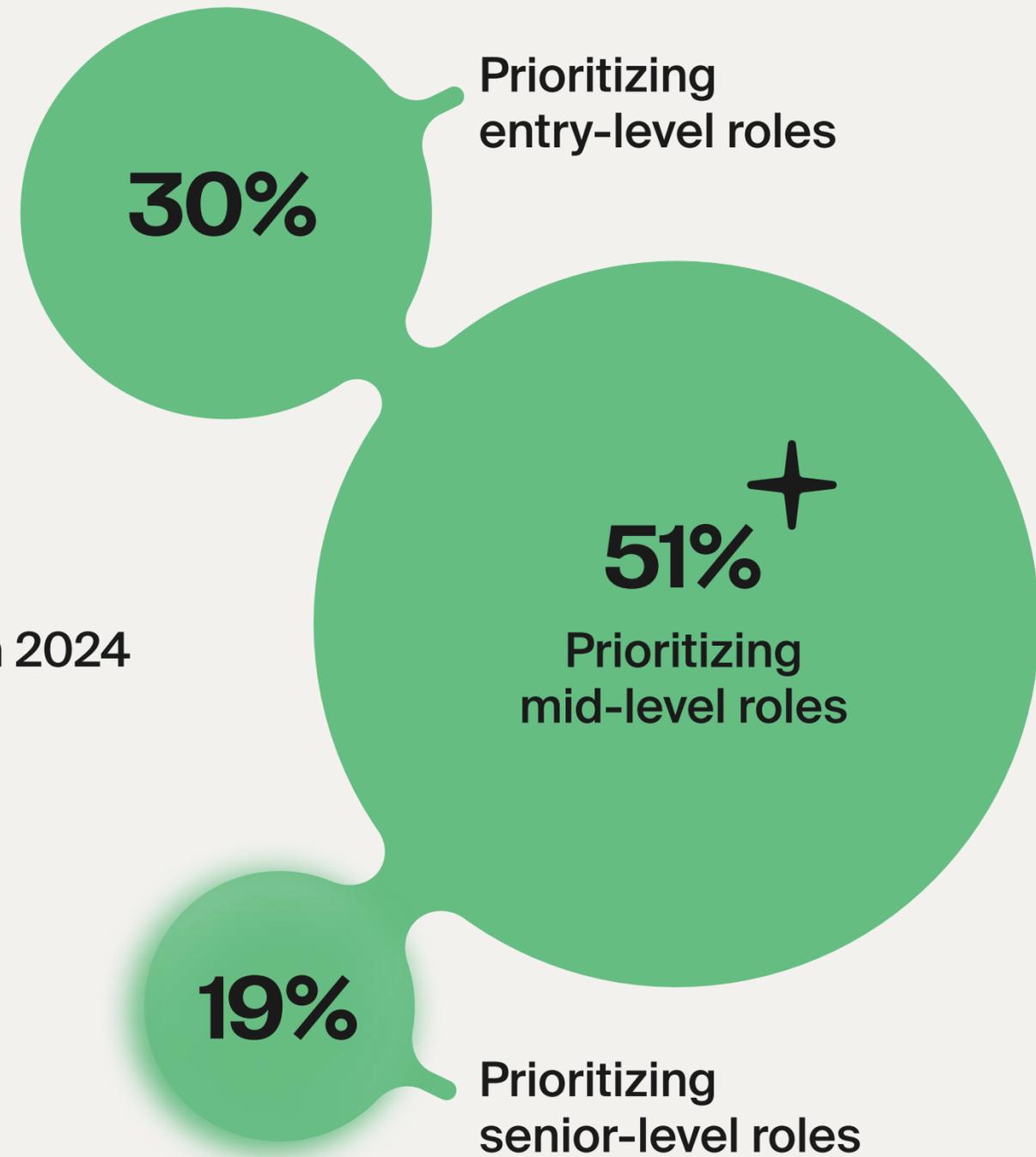


# The industries hiring for entry-level tech jobs

So you know how to find a job in tech. The question now is where? That's a complex question, and guess what: we have the complex data to answer it. Across the board, there was a clear tendency for the seniority levels prioritized in 2024:

1. Entry-level
2. Mid-level
3. Senior-level

Hiring trends in 2024 by seniority



It is absolutely possible for bootcamp grads to get these mid-level jobs. Just look at [Colin Maretsky](#), who graduated from TripleTen, briefly freelanced, and then applied for a senior-level role. He landed the interview, went through the recruitment process, and ended up meeting the CEO.

"They said, 'We like you. We don't quite think you're a senior, but we'll give you one level below.'"



**Colin Maretsky**

TripleTen Software  
Engineering Bootcamp Grad

But say you're interested in the places prioritizing entry-level tech jobs — what industries should you focus on? Well, in a twist, the data shows that your best bet is likely outside any of the industries named.

Respondents within the "other" category of industries who are prioritizing entry-level jobs

40%

Participants from IT/tech who said they were prioritizing entry-level jobs

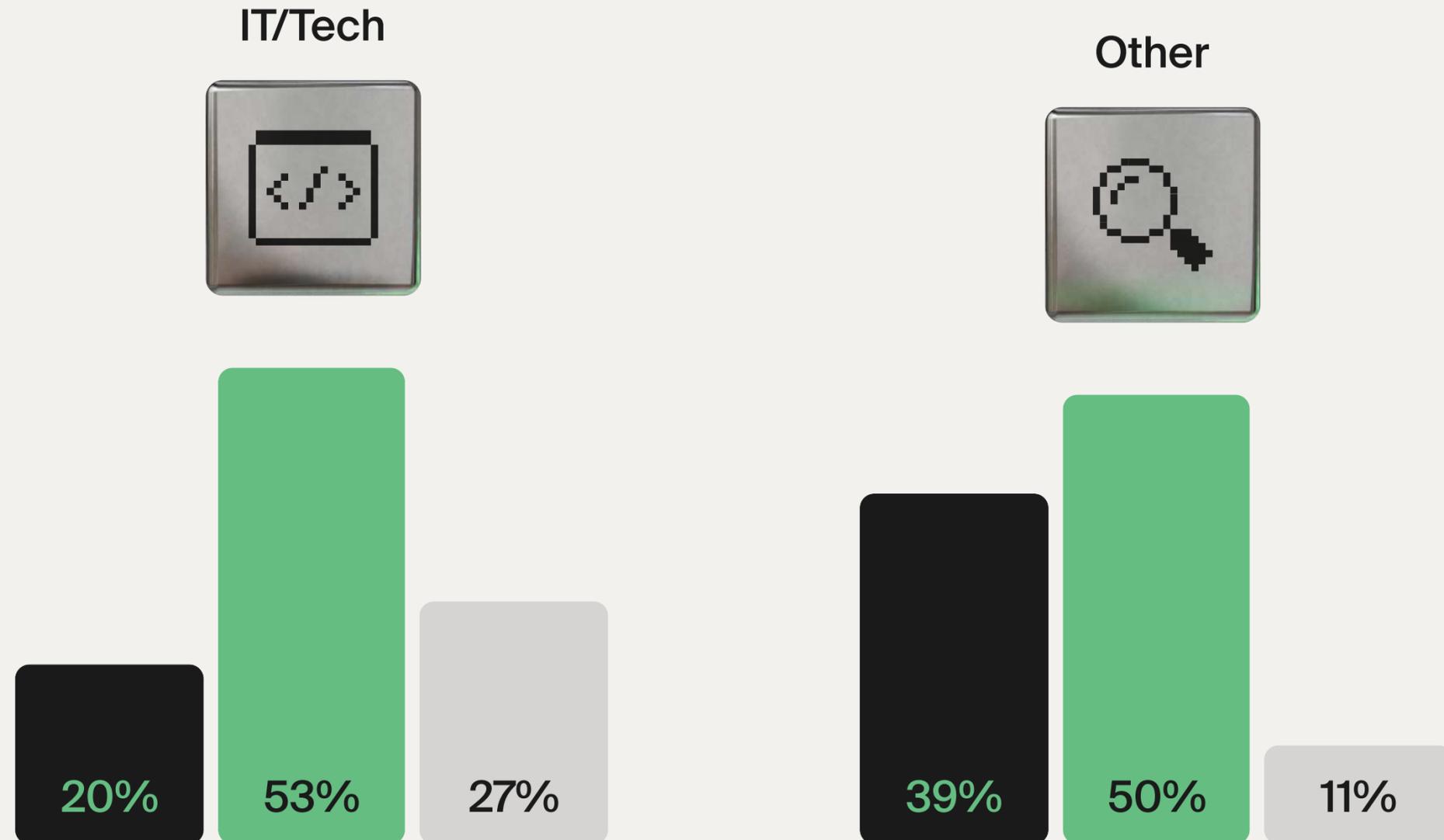
20%

# Hiring priorities by industry

Just under 40% of respondents in the catch-all “other” category said they were prioritizing hiring entry-level roles. The industry least focused on entry-level hiring? IT/tech.

So if you have a niche interest in one of the industries not mentioned here, that might be your best bet if you’re focused on entry-level roles. But like we said, if you have the skills, the knowledge, and the ability to wrap it all up in a convincing package, it is absolutely realistic for people with non-traditional backgrounds to land a mid-level tech job and thrive.

■ Entry-level ■ Mid-level ■ Senior-level



# 2024's in-demand roles

If you're interested in entry-level roles, chances are that you're new to tech. That means you might not have chosen your specialization yet.

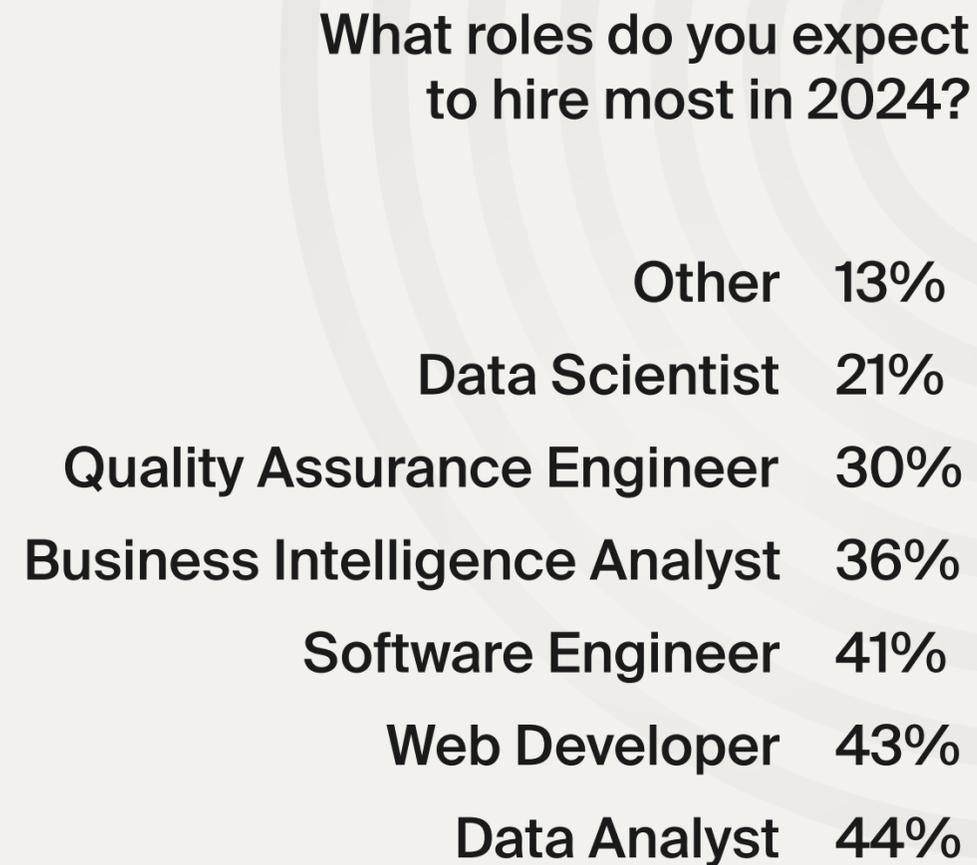
So here's what employers are looking for in the upcoming year.

Data analyst and web developer are neck-and-neck, with data analyst outperforming web developer by just two responses. Not two percent. Just two. And just behind them was software engineer, which trailed by only a couple percentage points.

So if you're undecided about which specialization to dive into, you can't go wrong with any of these three. But you'll have to choose one eventually.

When you do, what industry will be the easiest for you to land a job in?

Let's take them one by one.



# Data analyst



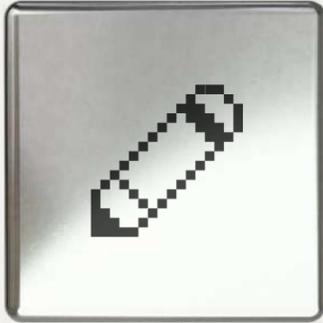
## Prime Industry: Transport

Skills in diving into data will help you inform complex logistics, so it makes sense that over half of survey participants from this industry said they were planning on hiring data analysts. And this work can be deeply rewarding. Just think of it: you can help simplify and streamline the delivery of food, for example, meaning you can help more people receive more nutrition while also cutting down on food waste.

Respondents from transport who are  
focusing on hiring data analysts in 2024

**53%**

# Web developer



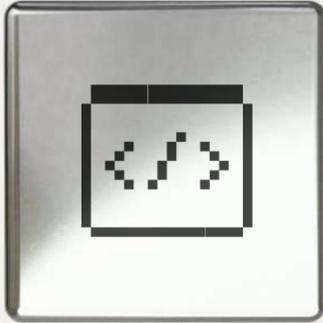
## Prime Industry: Design

Over two-thirds of respondents from this industry said they intended to bring on more web developers in 2024. Design firms often craft websites, meaning they need web developers on their teams. And these people have the freedom to be wildly creative. Just check out [isaWabi](#) to see what one TripleTen grad is doing with the web dev know-how she gained.

Survey participants from design who are planning on mostly hiring web developers in 2024

**67%**

# Software engineer



Prime Industry:  
IT/tech

“Software engineer” as a title covers a lot of roles that end up more specific in practice, so it makes sense that it would be top-ranked within this industry. But that specificity is something you’ll be set up for. Bootcamps will give you the skills to apply to any software engineering position, after which you can start finding your niche and specializing.

IT/tech decision makers who said they're  
mostly hiring software engineers in 2024

**65%**

# Remote work: is it still a thing?

Plan to hire more remote workers

**35%**

Most commonly hire for remote roles

**15%**

Decision makers in the design industry who plan to hire more remote workers

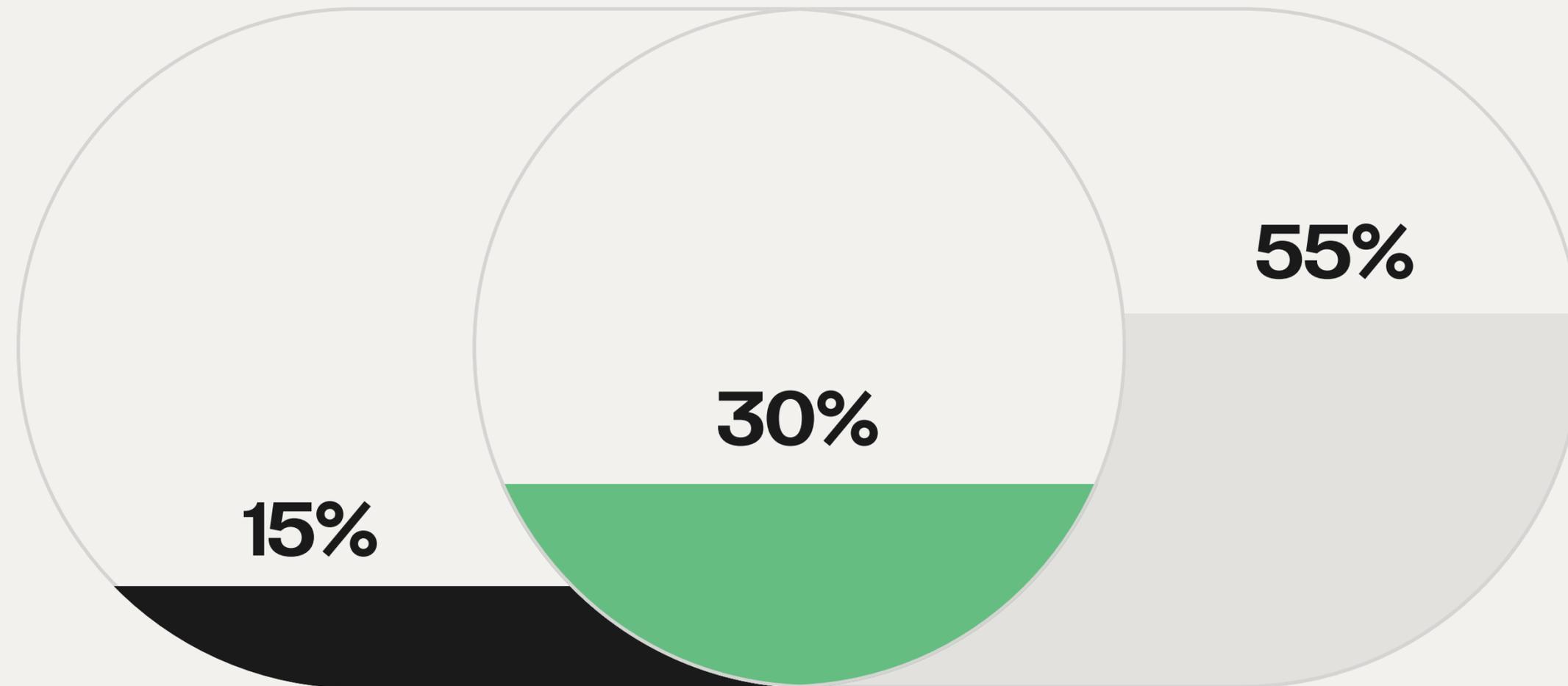
**50%**

Participants from the service industry who most commonly hire for remote roles

**18%**

# What roles do you most commonly hire for?

Remote
  Hybrid
  Onsite



When people think of joining tech, many dream of a work-from-anywhere job, or at least one that allows them to work from a home office beside their beloved cat, dog, or houseplant. Reports are floating around that remote work is becoming less prevalent. Are they true? According to our survey, yes.

Most people surveyed – nearly 55% – said they usually hire for onsite roles. In contrast, just barely above 15% of respondents said they usually hire for remote roles. So working from home has lost the ubiquity it had during the pandemic. But what about the future? Well, the data tells a curious story.

A majority of the respondents said they expect to bring on more onsite workers in 2024. However, just over a third of people surveyed said they were expecting to also increase hiring for remote roles. What does this mean? Well, even if employees are going to be mostly working in-office, remote work is still here to stay. But let's get into the industries; the picture gets even more interesting.

### How do you expect this distribution to change in 2024?

Increase hiring for hybrid roles

35%

37%  
Increase hiring for remote roles

58%  
Increase hiring for onsite roles

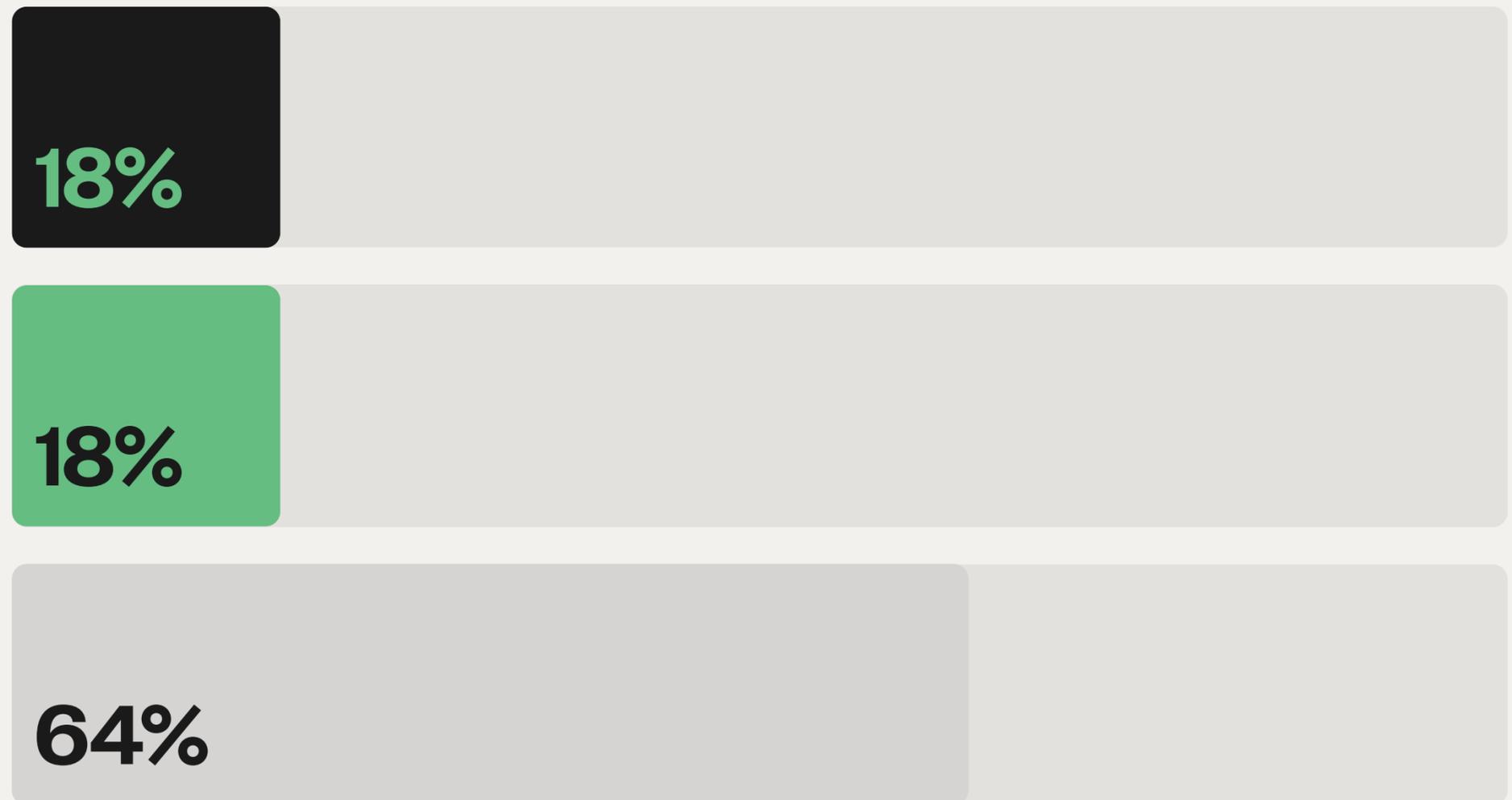
If you're switching to tech to land a remote role, we recommend against trying to land a job in the transport industry. Not even 5% of decision makers from that industry said they most commonly hire remote workers. And while they weren't the industry with the lowest likelihood of hiring more remote workers in 2024 (that honor belongs to "other"), they still did not place among the industries most optimistic about future prospects for remote hires.

Though the service industry was most likely to currently hire remote workers, with just under a fifth of respondents saying they mostly hire remote roles, it did not promise much for remote job seekers in 2024. Only 37% of respondents from the service industry said they expected to hire more remote employees.



### Most commonly hired types of roles in the service Industry

Remote
  Hybrid
  Onsite



But the design industry is much more open to remote work in the coming year. Half of the decision makers in this industry said they expect to hire more remote workers in 2024.

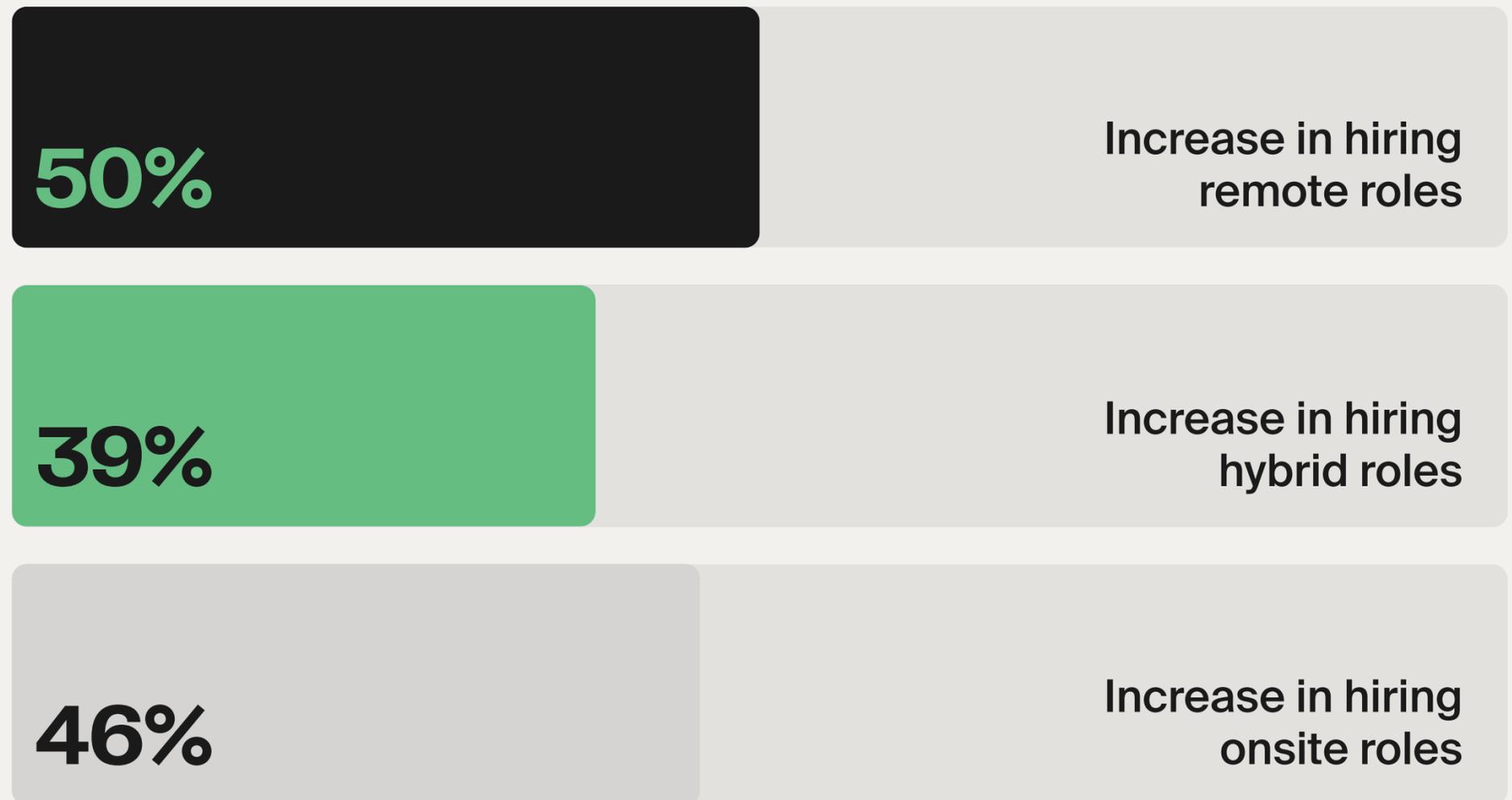
Still, we can get even deeper into the data. We know about the industries: what about company sizes? Do companies of different sizes have behaviors that buck the trend?

Well, not quite.



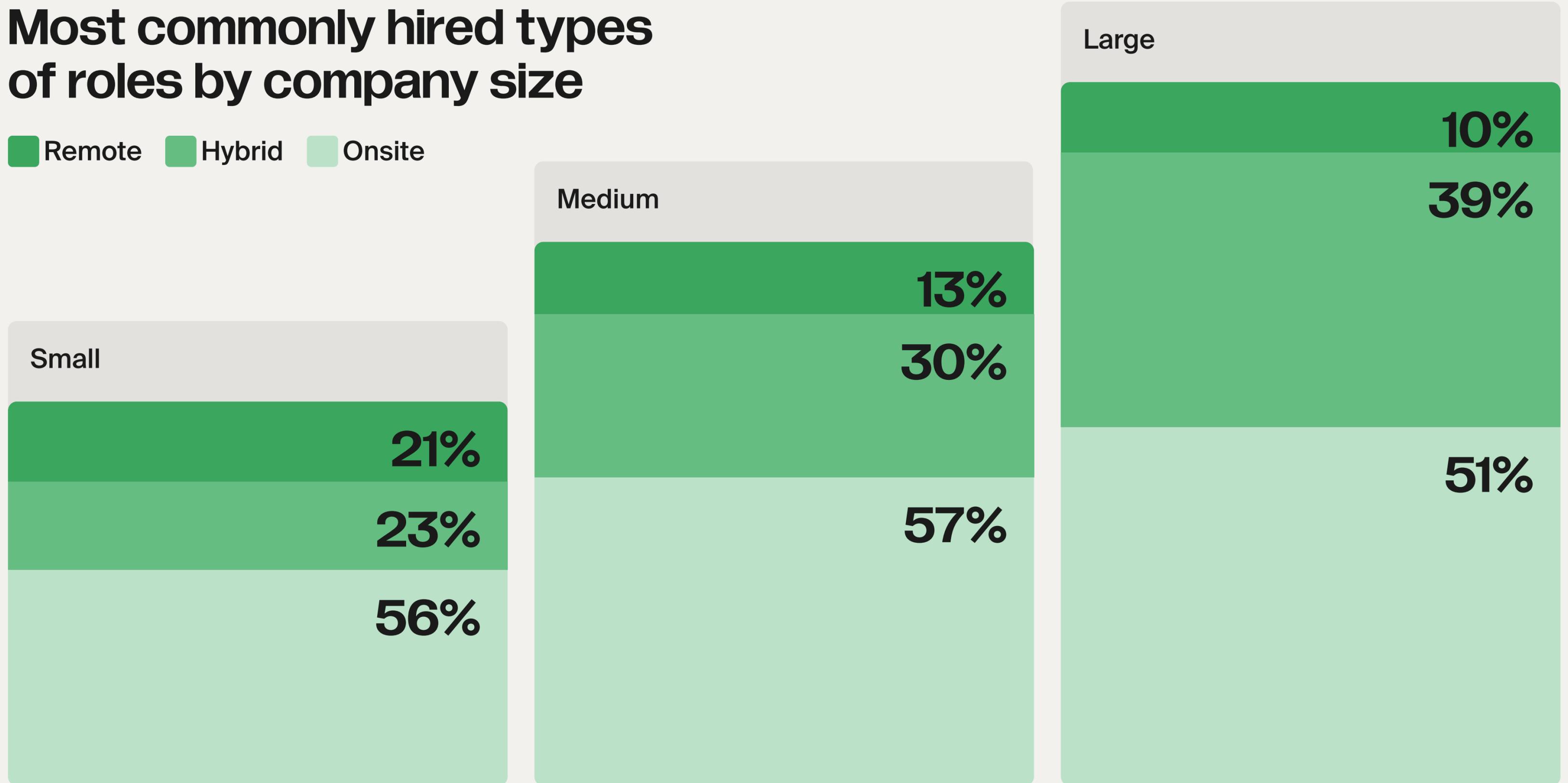
### 2024 hiring trends in the design industry

Remote Hybrid Onsite



# Most commonly hired types of roles by company size

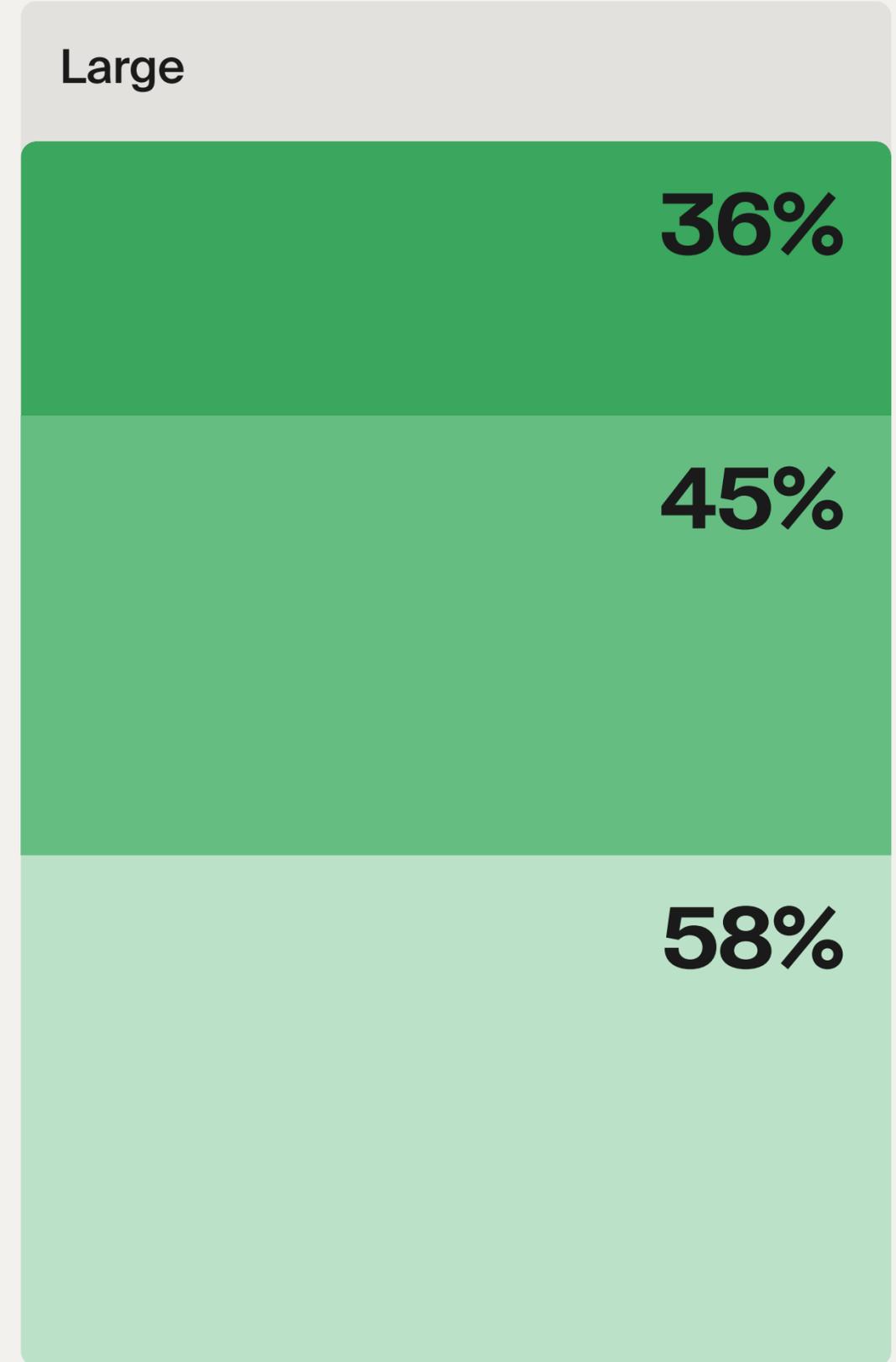
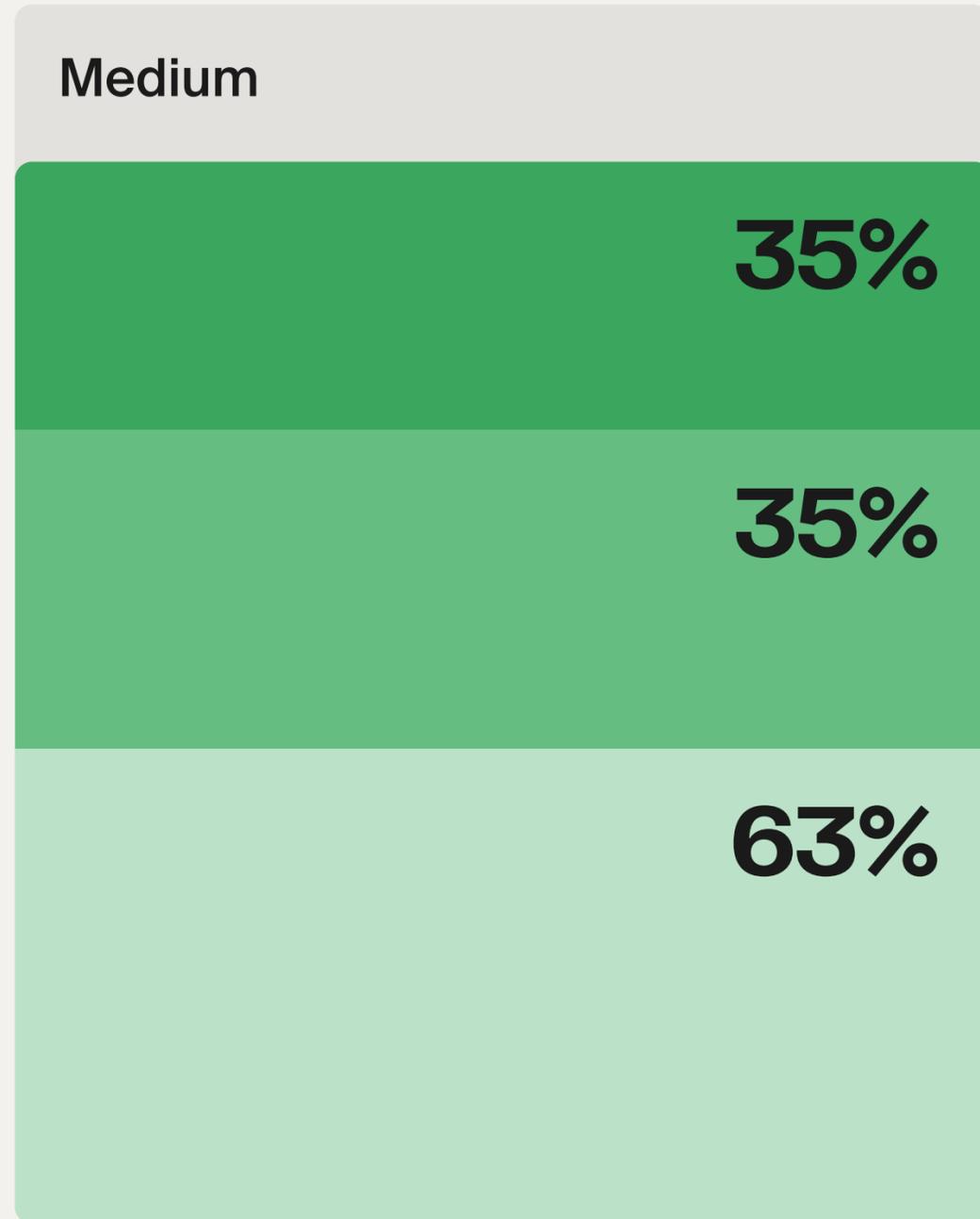
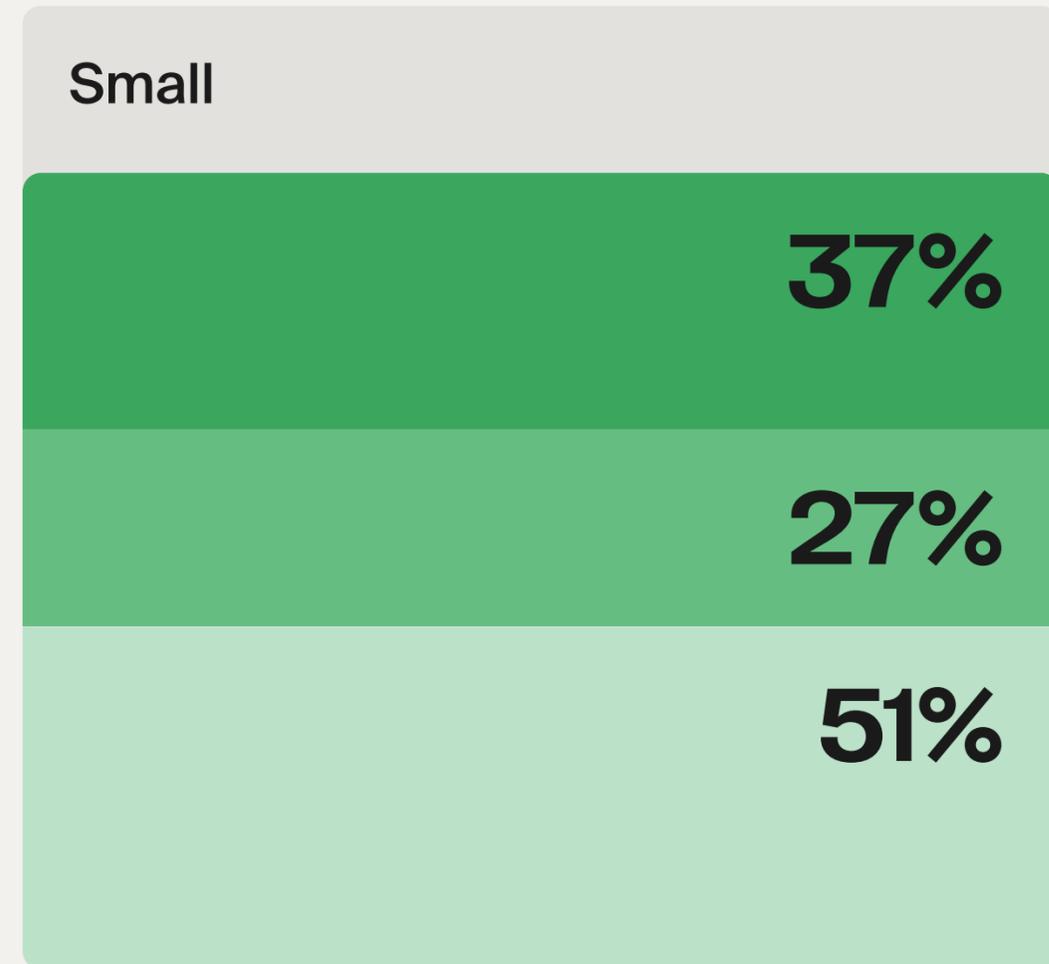
Remote Hybrid Onsite



# 2024 hiring trends by company size

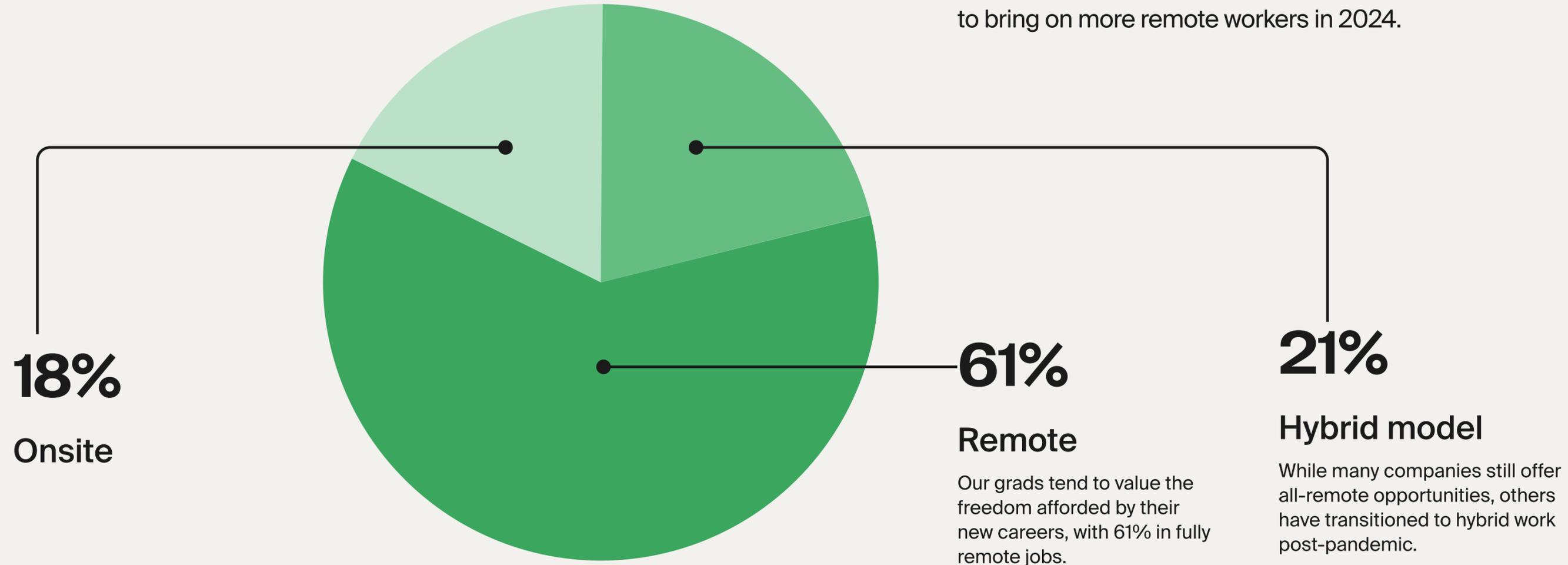
More roles:

Remote Hybrid Onsite



# Remote work: our grads

And yet, there is insight to tease from this. According to our [Outcomes Report](#), 61% of our grads work remotely, and 59% work for small companies. The graphs show that, although onsite work is the clear leader in terms of current and upcoming hiring, smaller companies are more likely to hire remote workers. And these firms are also more likely to bring on more remote workers in 2024.



# Women in the workforce



Our Outcomes Report also shows something we wanted to look into more: a disbalance of women in tech. According to [WomenTech Network](#), only 28% of STEM roles are held by women.

So does the data from employers back this up? It certainly doesn't debunk it.

Respondents who said women made up less than half of their headcount

**32%**

Education industry respondents who reported that women made up the majority of their headcount

**53%**

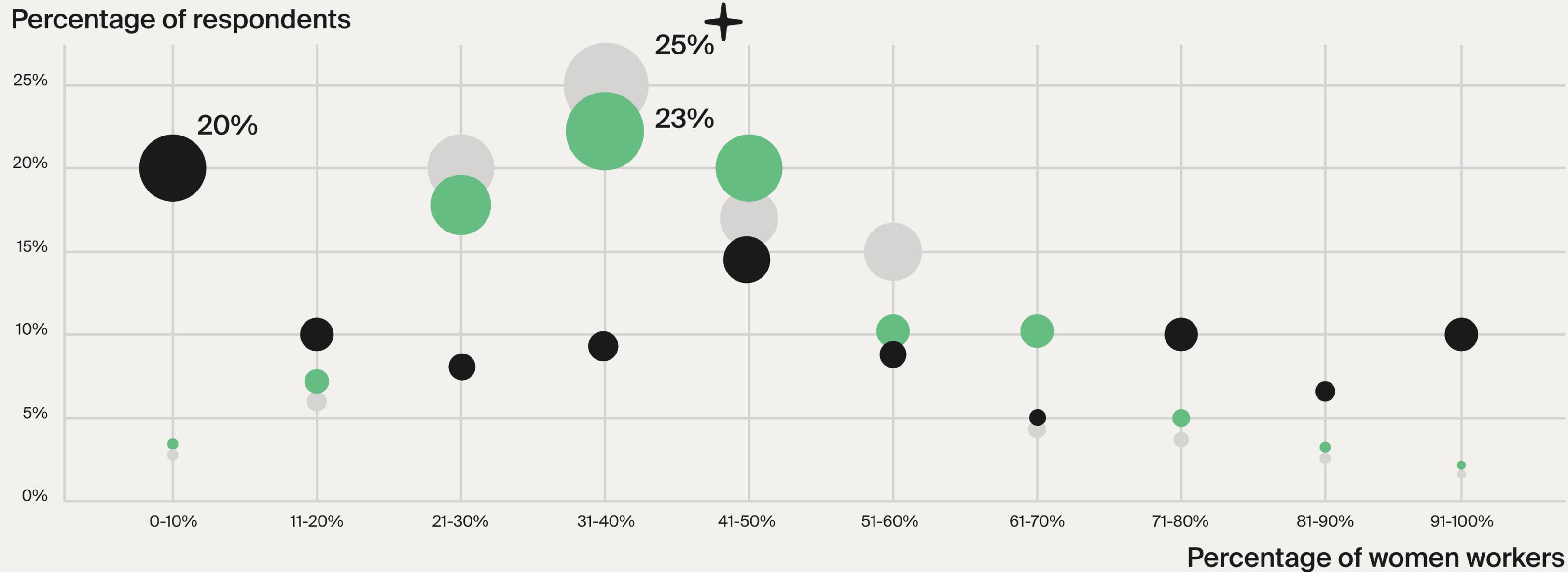
Respondents from small companies who reported that women made up 91%-100% of their headcount

**10%**

# Female representation by company size

■ Small ■ Medium ■ Large

Percentage of respondents



If we break down that monolith of information by company size, a new trend emerges. See, there are two ways to achieve gender parity in tech. One way is to have equal numbers of men and women *within* companies. Another way is to have just as many women-majority companies as men-majority ones.

Large and medium companies have waves that crest at the expected 31% to 40% bracket, right around the industry average. And since these places employ more people, it follows that they try to achieve diversity in-house by hiring equal amounts of men and women. But smaller companies have something interesting going on.

These types of firms are the clear leaders in the lowest representation bracket. A full fifth of respondents here said that women were absolute minorities (if they were even present at all). But there is intriguing data on the other side of the graph, too: 10% of respondents from small companies said that women made up between 91% and 100% of their workforce. That's exciting.

And more than exciting, it's actionable for women thinking about joining tech. If women want to collaborate with fellow female techies, then they might benefit from going after jobs at smaller companies.

But what industries are best in terms of women's representation? Well, it'd be nice to say something you don't expect. But the data just doesn't say anything new.

The industry in which women are most present is education. In fact, over half of the respondents from this industry reported that women made up a majority of their workforces. No other industry reported majority women representation.

What can we extrapolate from this? Well, historically, education has been a female-inflected profession, and this likely applies to the industry as a whole. Most teachers are women, so it would make sense that the industry as a whole would also employ more women.

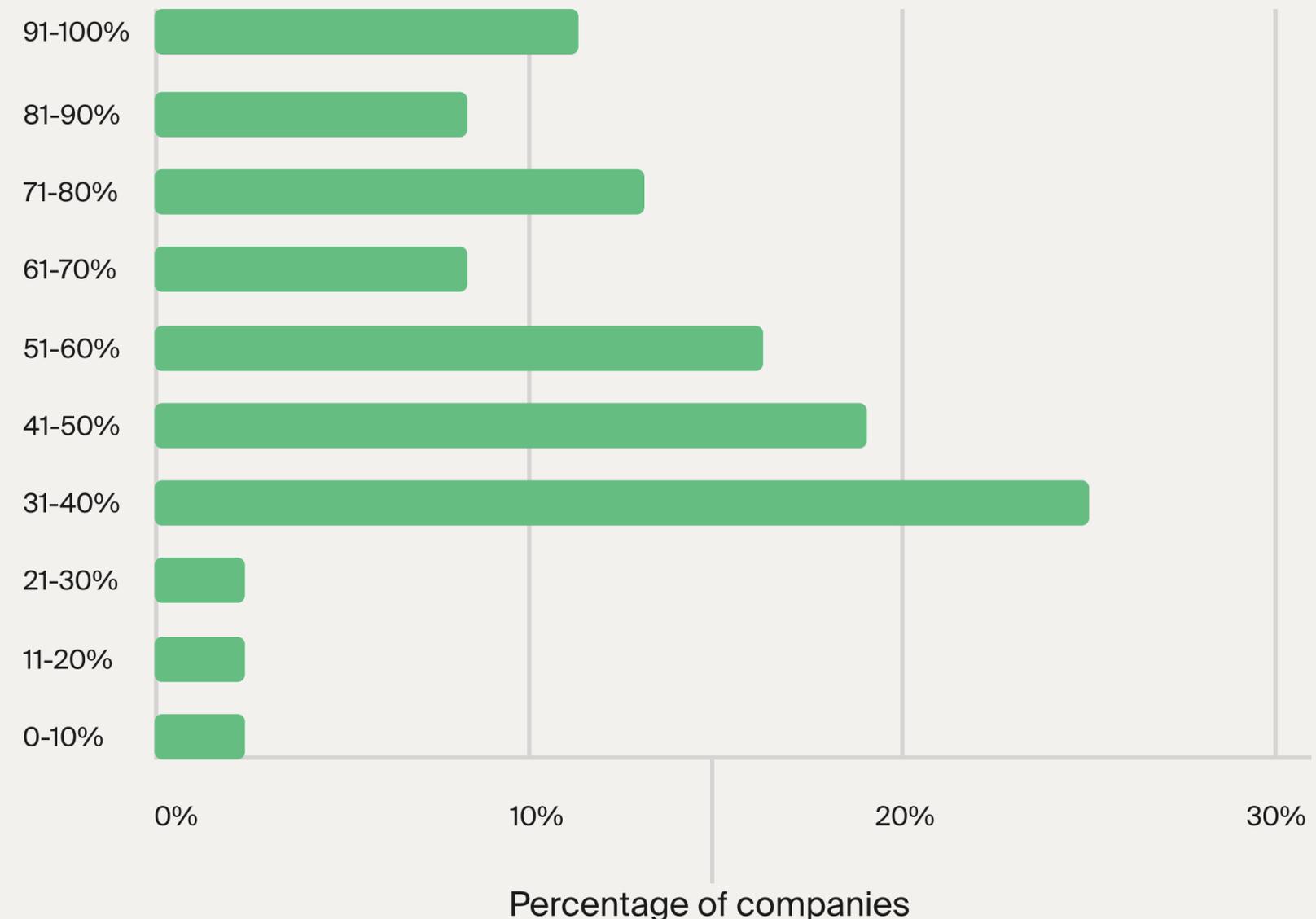
In fact, many teachers come through TripleTen and find themselves back in education, only with new tech-based jobs. For example, [Tiffany Hall](#), a former special education teacher, made the switch and is now in edtech. Likewise, [Evgeniia Unzhakova](#) used to be a math teacher, and she is now applying her data skills at University of North Carolina at Chapel Hill.

So as nice as it would be to say that trends are changing, our data is showing more of the same. The bright side: small companies in edtech are looking great for [women who want to reskill](#) and land tech jobs.

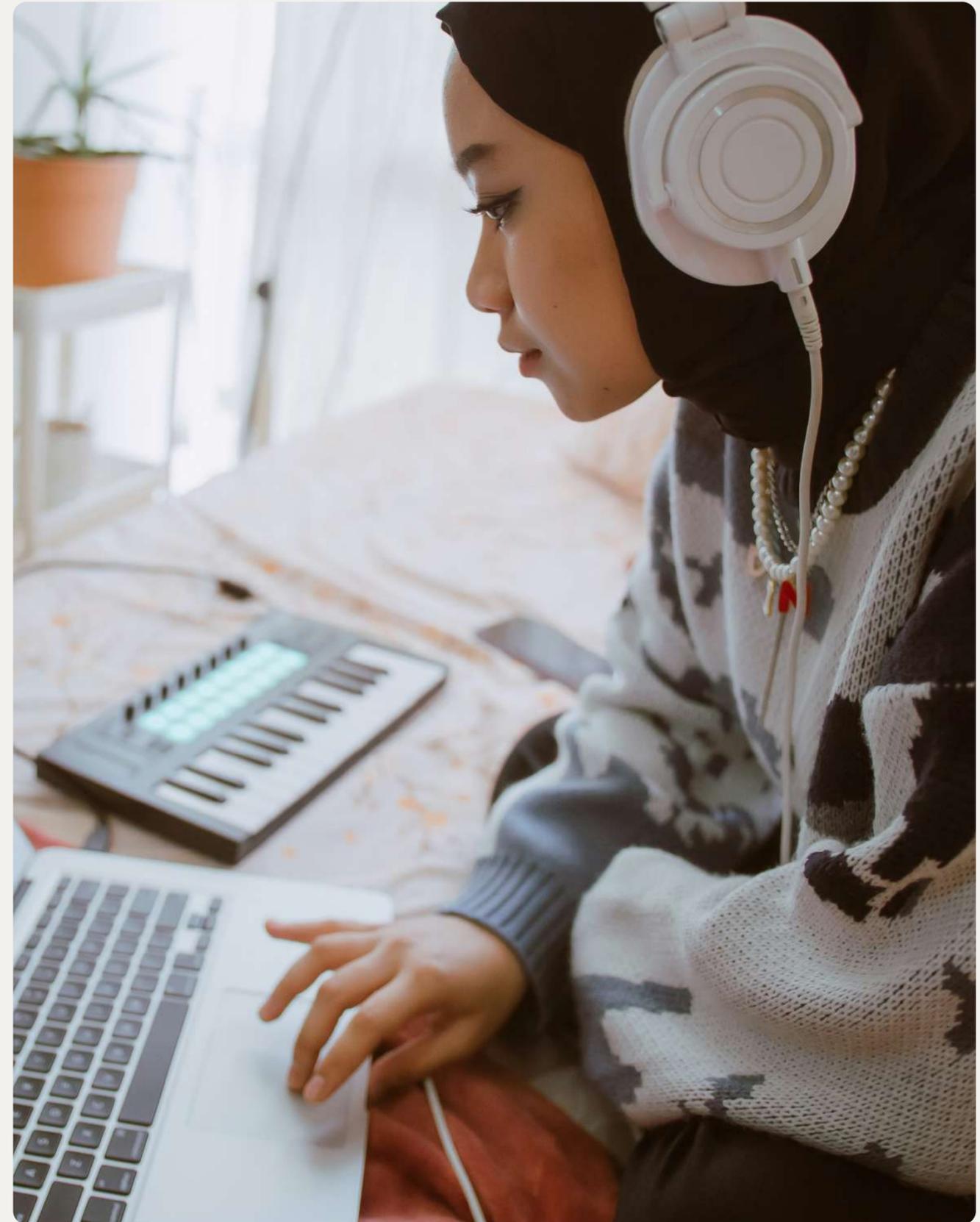


## Percentage of women in tech jobs in the education industry

Percentage of women workers



# AI: what do employers expect?



All this information and guidance might be moot if an algorithm is going to come for your job. We've got some good news here, though. Just look at what decision makers had to say about the likelihood of AI making jobs redundant:

Believe that fewer than 10% of jobs will be replaced by AI

**26%**

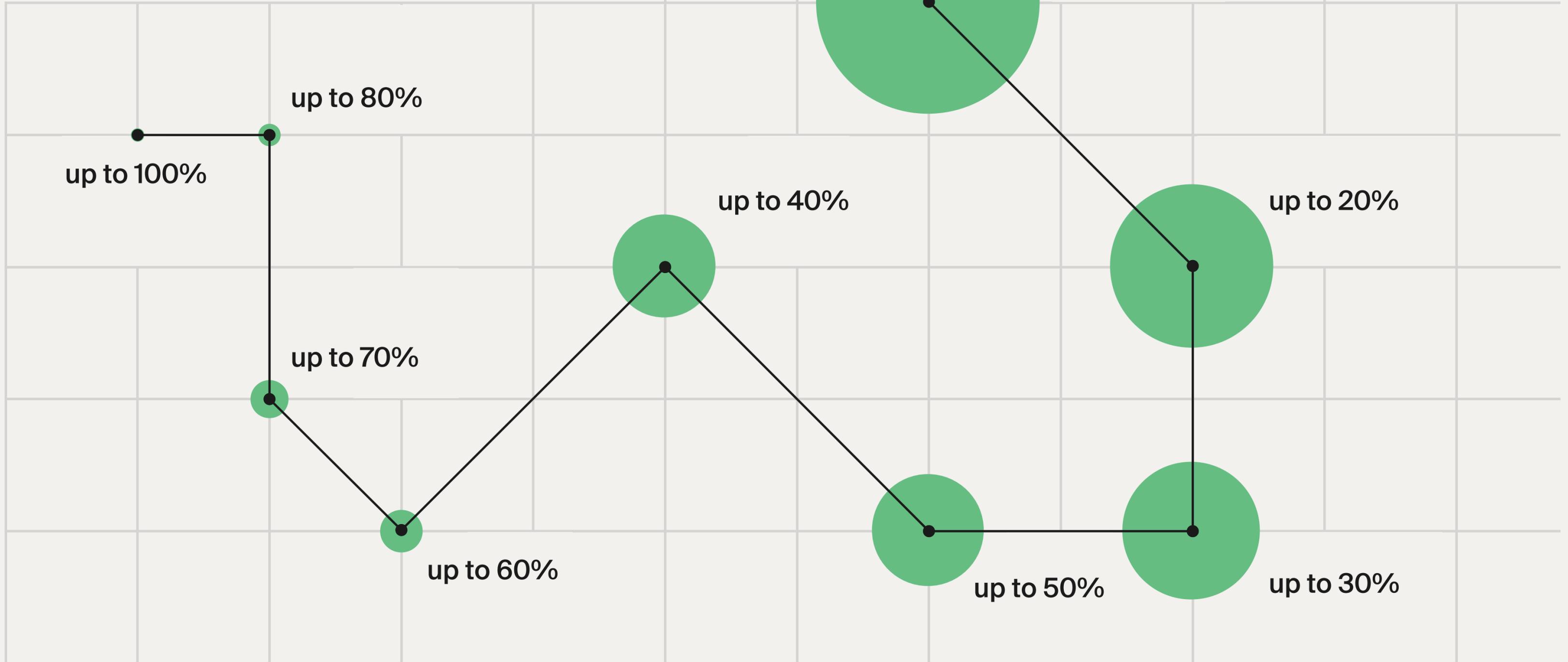
Believe that a minority of jobs will be replaced by AI

**87%**

Respondents from the IT/tech industry expect a majority of jobs to be replaced by AI

**20%**

What percentage of roles at your organization do you believe will be made redundant by AI?

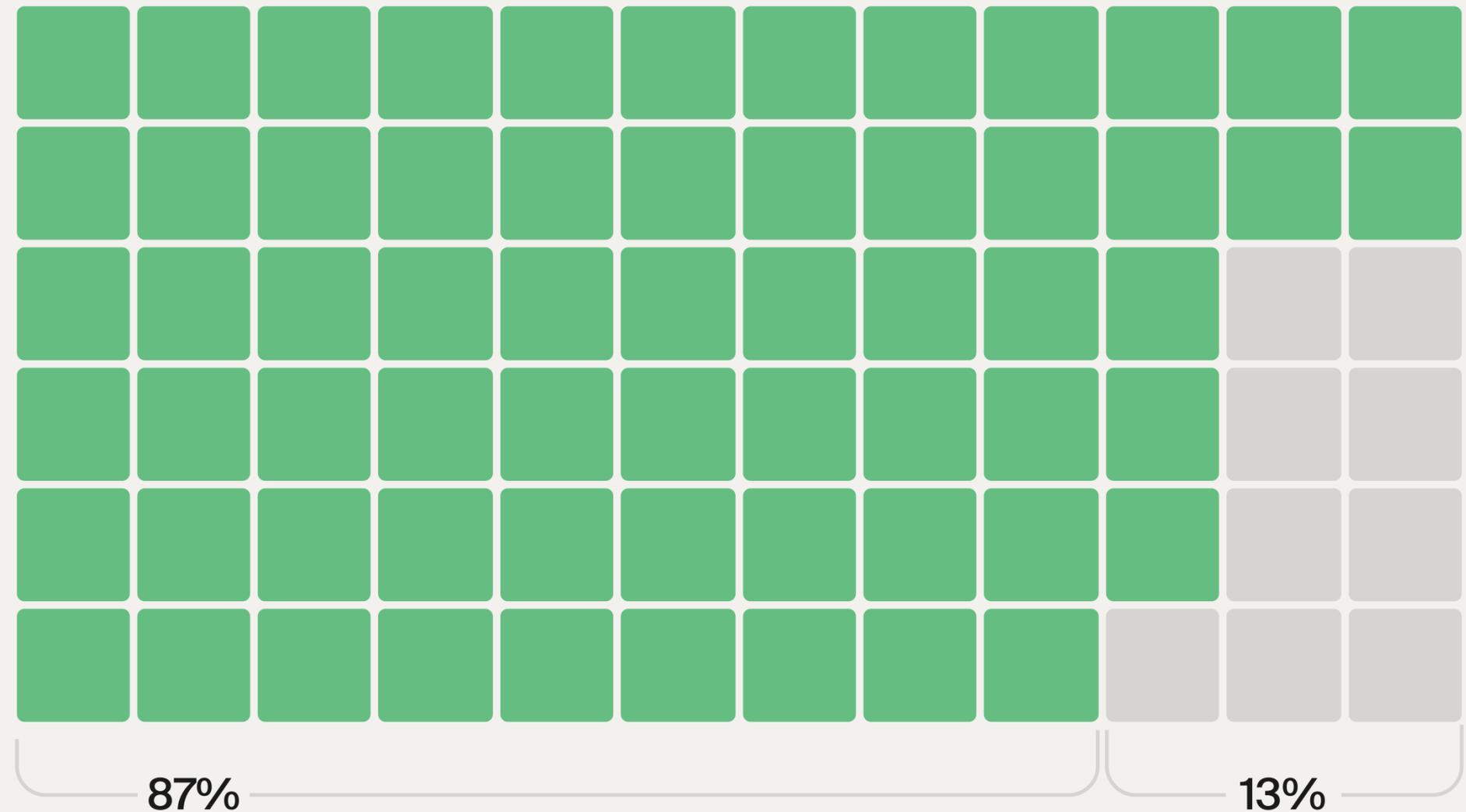


Just over a quarter of respondents expect below 10% of jobs to be made redundant by AI. Then, if we pull back for a wider view of the situation, we get an even clearer prediction:

Only just over 13% of survey participants expect the majority of the roles at their organization to be made redundant by AI. So, for every respondent who thought AI would take over most roles, there were two who predicted that the tech to have the minimum possible effect allowed within the survey.

### Estimated percentage of roles AI will replace

0-50% 51-100%



**According to employers, should you be worried about AI? The answer is plain: no.**

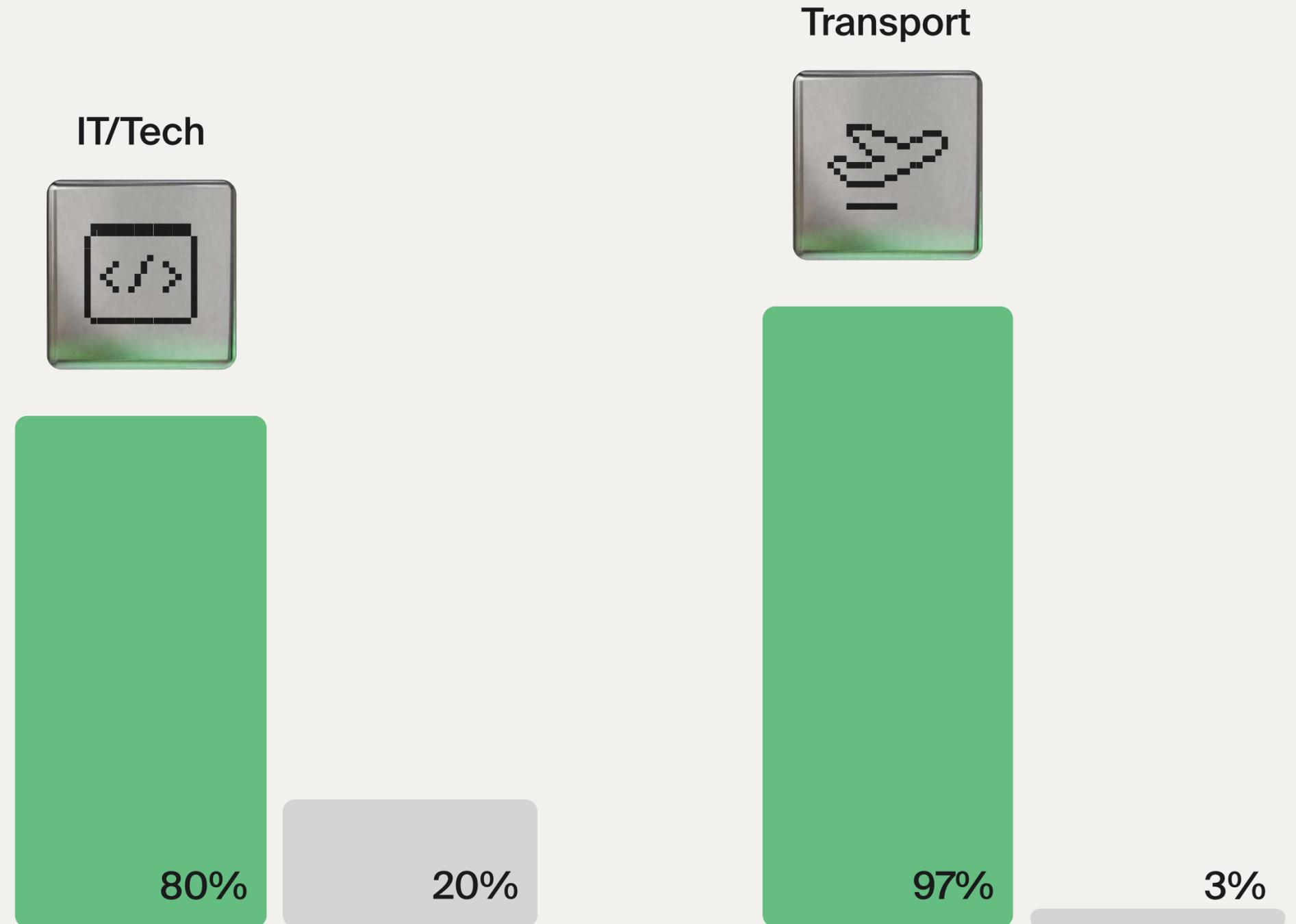
And this holds across all industries and company sizes.

If we break it down by industry, transport had the lowest percentage – only 2% – who thought AI would take over the majority of roles in their industry. On the other end of the spectrum, decision makers in IT/tech were 10 times more likely to respond that the majority of the roles in their organizations were vulnerable to AI replacement.

This statistic may sound dramatic, but it means that 8 out of 10 IT/tech decision makers still believe that a minority of roles will be made redundant by AI.

### Estimated percentage of roles AI will replace

0-50% 51-100%

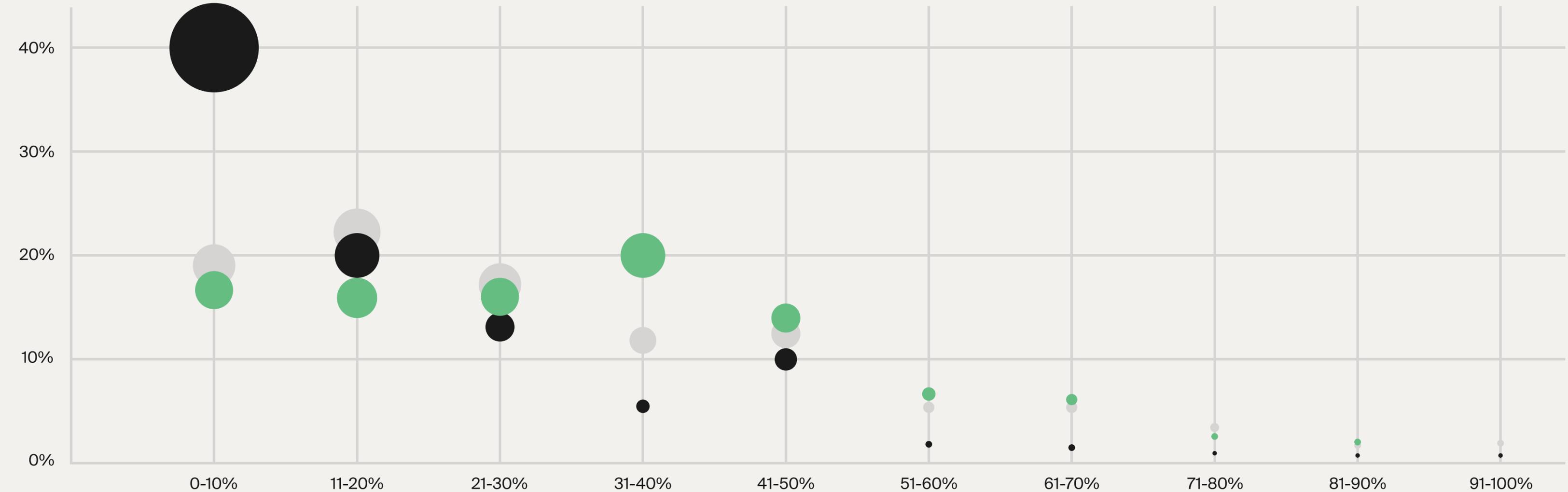


And the trend continues as we refocus to look at the data by company size. Decision makers do not expect AI to impact their companies. But small companies are especially skeptical, with over 40% of participants giving the lowest replacement percentage they could.

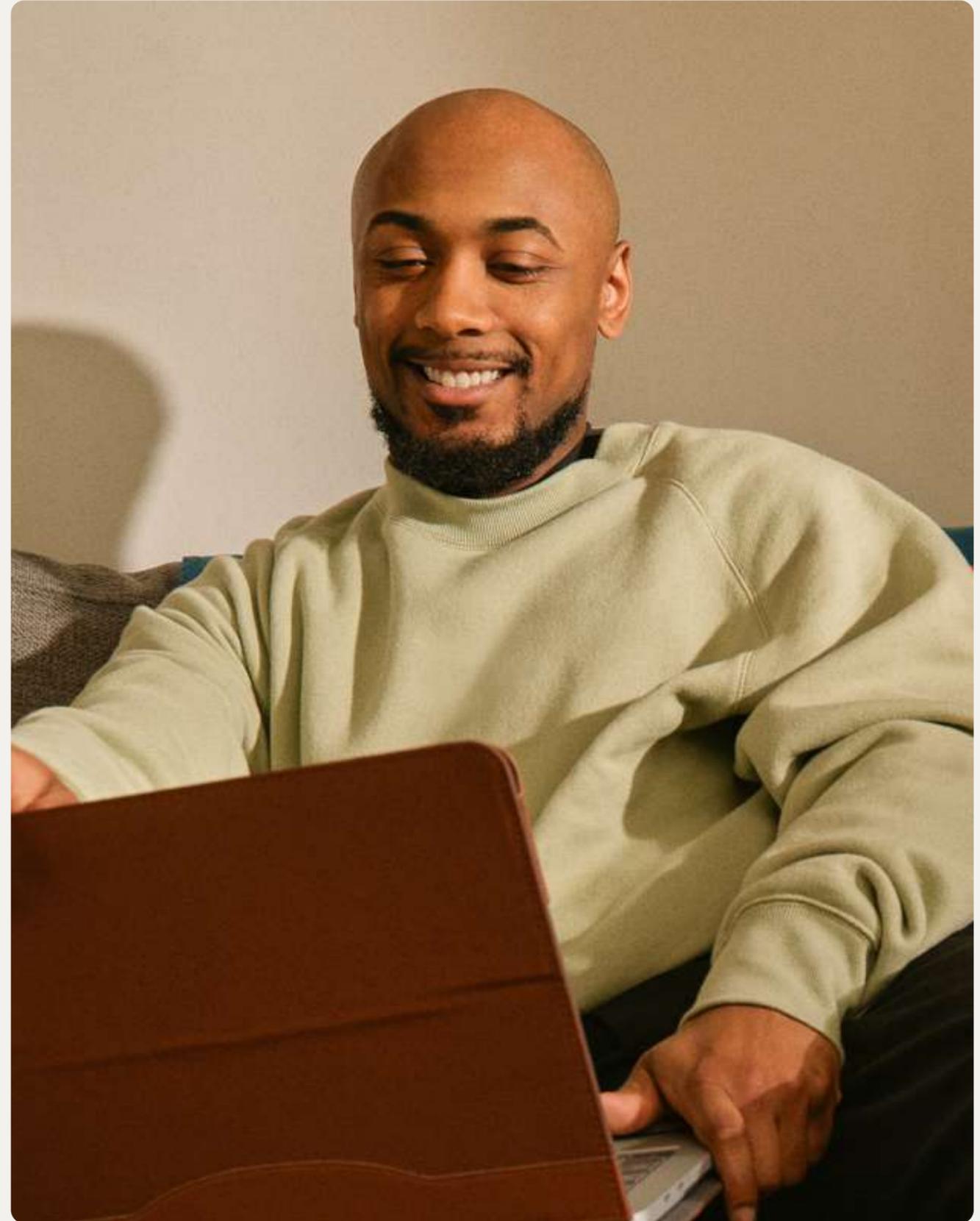
### AI replacement estimates by company size

■ Small ■ Medium ■ Large

### Percentage of companies



# What this means for you



## That's a lot of data

So to collect everything and make it clear and concise, here are our main findings:

**1.**

### **Bootcamp grads are getting hired**

Specifically, the IT/tech industry is highly confident about hiring people who have graduated from one of these programs.

**2.**

### **It's about skills**

To land job in tech, the best thing to do is build skills and highlight them when talking to recruiters and team leads. While there are subtly different ways to approach each category of decision maker, they're similarly persuaded by good portfolios. So: build a portfolio.

**3.**

### **Data analysts, web developers, and software engineers**

These are the positions that are going to be in high demand in 2024. If you're switching to tech and haven't chosen a profession yet, these are your best bets.

## 4.

### Fewer remote roles are opening up

In fact, 2024 is promising only a continuation of the trend away from remote work. But if you do want a remote role, look for a smaller company in either the design or service industry.

## 5.

### Women are still underrepresented in tech

But if you're a woman who'd like to work among fellow woman techies, look for opportunities at smaller companies within education.

[Scholarships for women](#) interested in learning tech are also available.

## 6.

### Employers don't expect to replace the majority of their workforces with AI

For now, the hype around the new tech seems to be just that – hype.

# Switch to tech the employer- endorsed way: enroll in a bootcamp



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You'll learn the hard and soft skills that make you a safe, reliable hire. And when you join TripleTen, you'll finish with in-demand know-how as well as a portfolio attesting to the numerous projects you've worked on. In addition, you'll be able to tout your hands-on expertise that you gained at real-life tech companies through our externships.



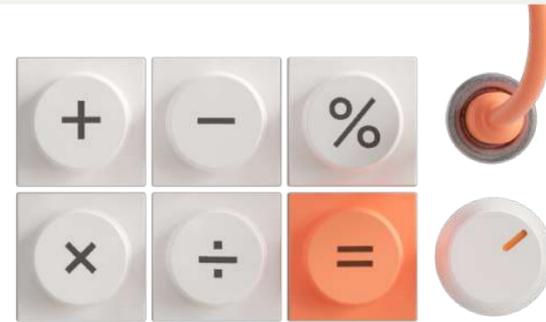
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